Comparison: Retirement plan types

Nationwide®

Important facts you should know:

- You can contribute the maximum to both plans at the same time
- If you leave your employer before retirement age, a 457(b) allows for penalty-free withdrawals
- If you leave your employer before retirement age, you may pay a 10% penalty for early withdrawals from your 401k or 403b

Questions	Non-governmental 457(b) retirement plan	401(k) defined contribution plan or 403(b) tax-sheltered annuity plan
How are contributions made?	Traditional 457(b) — Pretax payroll deductions are collected. No Roth	Traditional 401(a)/403(b) — Pretax payroll deductions are collected. Roth 401(k)/403(b) — After-tax payroll deductions may be allowed.
What is the maximum annual contribution permitted?[1]	The lesser of 100% of compensation or $24,500 if you are under age 50. Generally if you are age 50 or older, you can contribute up to $32,500. No catch-up contributions allowed.	The lesser of 100% of compensation or $24,500 if you are under age 50. Generally if you are age 50 or older, you can contribute up to $32,500. Higher limits may be available in certain cases.
	You can contribute $24,500 to a 457(b) plan plus an additional $24,500 to a 401(k) or 403(b) annually.	
How often may I change my contribution amount?	Contribution amount changes are generally unlimited, subject to timing restrictions.	Contribution amount changes are generally unlimited, subject to timing restrictions.
May I roll over or transfer money from other retirement plans into this account?	No rollover options	Yes, subject to timing restrictions
When may I begin retirement withdrawals from my account?	Generally when you separate from service, regardless of age. If you're still employed some exceptions may apply.	Generally when you separate from service or reach age 59½. (See below regarding taxes.)
Will my withdrawals be taxed?	Yes, pretax dollars are subject to ordinary income tax, and generally no additional early withdrawal tax will apply.	Yes, withdrawals are subject to ordinary income tax, and if you are under age 59½, an additional 10% early withdrawal tax may apply. Qualified Roth distributions are not subject to federal and income tax.[2]

[1] "401(k) limit increases to $24,500 for 2026, IRA limit increases to $7,500," IR-2025-111, Internal Revenue Service (Nov. 13, 2025).

[2] A Roth distribution is qualified if: 1. The first Roth contribution has been in the account for 5 years (the 5-year period begins January 1 of the year a member first makes a Roth contribution into the account), and 2. A member is 59½ or has died or has become disabled under IRC section 72(m)(7). Distributions made prior to these requirements being met are nonqualified distributions, and earnings could be taxable.

To learn more or discuss your options, call a Nationwide Retirement Specialist at 1-833-268-7080.

Nationwide®

This chart is intended as general information. If there is a discrepancy between this chart and the plan document, the plan document will govern.

Investing involves market risk, including possible loss of principal.

Nationwide and its representatives do not give legal or tax advice. An attorney or tax advisor should be consulted for answers to specific questions.

Retirement Specialists are registered representatives of Nationwide Investment Services Corporation, member FINRA, Columbus, Ohio.

Nationwide Investment Advisors LLC (NIA) provides investment advice to account holders enrolled in Nationwide ProAccount. NIA is an SEC-registered investment adviser.

Retirement products are offered by Nationwide Trust Company, FSB or Nationwide Life Insurance Company.

Nationwide, the Nationwide N and Eagle and Nationwide ProAccount are service marks of Nationwide Mutual Insurance Company. © 2025 Nationwide

NRM-0145M2.20 (12/25)